



KARUNAKARYA

# ANNUAL REPORT

## 2024-25

SEEDS OF CHANGE



K A R U N A K A R Y A



## KARUNAKARYA - ANNUAL REPORT 2024 - 2025

### Seeds of Change: Nurturing Growth and Hope

PART	CONTENTS OF ANNUAL REPORT	PAGE NO.
I.	<b>Introduction of our Projects</b> Seeds of Change: Nurturing Growth and Hope	7
II.	<b>The ARK Nursery &amp; Primary School</b> TN State B Academic Program blended with Montessori Method: Nurturing Children's Values & Life Skills, Building Skills & Responsibility	8
III.	<b>Community Education Center</b> Initiatives of Children, Youth, Families & Community Development	19
A.	<b>Initiatives for Child Development &amp; Education</b> Daily Literacy Classes, Life Skills & Forums, Talent Promotion & Programs	19
B.	<b>Initiatives for Teens &amp; Youth Development</b> Life Skills & Talent Promotion, Forums, Leadership Development & Career Preparation & Skill Courses	23
C.	<b>Initiatives for Family &amp; Community Development</b> Awareness Camps, Family forum, Counselling, Sponsorships & Linkages	27
IV.	<b>Karunakarya Team &amp; Interns</b> Team Building Programs, Workshops, Seminars & Capacity Building	32
V.	<b>A Note on Marketing &amp; Fundraising</b> Statistics to Focus Group's Report	35
VI.	<b>Appendix</b> Tables & Statistics to Focus for Deeper Insight into the Reports	36
VII.	<b>Financial Statement</b> A Consolidated, simplified Statement	39
	<b>Contact</b>	44

# I. INTRODUCTION

## Seeds of Change: Nurturing Growth and Hope

As we close another meaningful year of work, we look back with gratitude and a deep sense of purpose. In and around our work areas in Kanchipuram District, Tamil Nadu, our focus remained steadfast: to support the growth and development of children, youth, and their families. Alongside them, we continued to refine and strengthen our systems, tools, and approaches - ensuring that our work brings deeper, more lasting impact.

This year was particularly shaped by our efforts to stabilize and solidify the changes initiated in the previous year. From planning and implementation to evaluation and course correction, we revisited every aspect of our work. Across all teams - Administration, Human Resources, the ARK School, and the Community Development Center - it was a time of intensive learning and growth, grounded in our shared commitment to the well-being of our communities.



*“Joy is not in things; it is in us - shared smiles, simple moments, and hearts that hold each other.”*

We are immensely grateful to each and every person who contributed - field staff, teachers, social workers, consultants, trustees, and donors. Their tireless dedication, often in the face of great challenges, made all our progress possible.

We also celebrate the many moments of joy - when the impact of our work became visible in the lives of children, youth, and families. Witnessing their growth and confidence reminds us why this work matters. It humbles and inspires us to continue.

In this Annual Report, our teams share stories, highlights, and reflections from their programs and initiatives. We hope it gives you a meaningful glimpse into the journey we've walked together.

Thank you for standing with us. May our shared efforts continue to bring dignity, justice, and opportunity to those who need it most.

With heartfelt gratitude and best wishes,

Cynthia & Chris  
Chellappa, Founders of  
Karunakarya



### ***Our Vision & Mission 2030***

**Empowering Children and youth to overcome poverty and impact the lives of those around them.**



**Nuture integrity and responsibility, equip to unleash potential, and build self-reliance skills to build a better future.**



Saying goodbye to our 5th graders is never easy - for teachers or students

## II. THE ARK NURSERY & PRIMARY SCHOOL

### A Journey of Growth, Grit, and Grace

Here in Eraiyur, a quiet corner in the rural heart of Kanchipuram where tradition meets aspiration, stands our main campus - small in size but rich in purpose. More than just a building of bricks and books, it is a vibrant, nurturing space where the dreams of first-generation learners begin to take root. Each morning echoes with the laughter of 91 children, aged 3 to 11, as they embark on their journey of reading, writing, and discovering the world around them. English, once a distant language, is slowly becoming familiar - one word, one story at a time.

This is the summary of a year filled with transformation. A year where water wasn't just a subject in science class, but a theme that flowed through every lesson, every celebration, and every conversation. A year when students

didn't just learn from textbooks, but from the soil they tilled, the food they cooked, the stories they wrote, and the songs they sang.

Behind every milestone is a team of 20 dedicated educators and support staff, compassionate parents, and curious children - each playing their part in a shared mission: to nurture not just scholars, but responsible, resilient, and kind human beings.

As you turn the pages of this report, you'll walk through classrooms alive with creativity, assemblies echoing with purpose, and communities coming together to raise not just children, but changemakers.

### Our Objective

#### Holistic Development Rooted in Equity and Opportunity

Our central goal is to provide every child with the tools, support systems, and learning experiences they need to thrive in all dimensions of life. From foundational academics to emotional well-being, from skill-building to social awareness, our programs are carefully designed to respond to the diverse and evolving needs of our students.



*Our curious, energetic kindergarteners make sure no day goes by without a smile (or a little mischief)*

## A. Children

### 1. Growing Minds, Guiding Hearts

At The Ark Nursery and Primary School, we believe that education goes far beyond the academic - it is about nurturing the whole child.



Our Comprehensive Student Support Framework is designed with this vision at its core. We aim to create a safe, inclusive, and dynamic learning environment where every student not only learns but flourishes - academically, socially, emotionally, and personally.

### 2. Comprehensive Approach & Student Support

At The Ark Nursery and Primary School, experiential learning remained central to our teaching approach this academic year, bringing lessons to life through interactive, hands-on activities across subjects. This approach encouraged curiosity, deepened understanding, and made learning both meaningful and memorable.

This year, our focus on foundational literacy, numeracy, and life skills translated into steady academic growth across all grades.



*Students gains confidence through personal attention*

ability - but also in confidence, communication,

The Classklap curriculum and structured assessments provided a solid framework for tracking progress, while experiential strategies fostered deeper engagement and independent learning. As a result, we witnessed our students grow - not only in academic

and critical thinking, laying a strong foundation for lifelong learning.

### Academic Excellence with Personalized Support

We offer a strong, concept-driven academic curriculum from kindergarten to Grade 5 through the Classklap Learning Management System, supplemented with remedial programs in English and Math. These interventions ensure that no child is left behind and that individual learning gaps are addressed with care.

### Inclusive and Collaborative Teaching Model

Our teachers are more than instructors - they are mentors, friends, and guides. Through collaborative planning, peer support, and personalized attention, teachers create a nurturing environment where every student feels seen, heard, and valued.



*Theory is closely knitted with practice and application*

### Structured Assessments and Progress Monitoring

We implement regular academic and socio-emotional assessments, including qualitative evaluations and LSRWC-based tools. These are used collaboratively by teachers and parents to set individual goals, monitor progress, and celebrate each child's growth journey.

### Academic and Experiential Teaching Methods Language and Literacy Development: Strengthening English Skills

Through targeted programs like Jolly Phonics, LSRWC, and communicative English activities, students built strong foundations in vocabulary, pronunciation, and fluency - crucial in our

multilingual context. Hands-on exercises such as WH-question games, scavenger hunts, and cooking-based vocabulary (e.g., Jhaal Muri in Grade 3) made learning engaging. Creative tasks like Women’s Day greeting cards nurtured expression, while regular PRS assessments and LSRWC strategies ensured comprehensive skill development.

**Impact:** While fluency continues to develop for some, student confidence in using English has



*Our teacher leapt into creative teaching - foundations strengthened through fun!*

significantly increased. More children are now initiating conversations, responding actively in class, and engaging with texts with curiosity and joy.

**Mathematics: Making Abstract Ideas Tangible**

Math learning was grounded in real-life applications. Students created cardboard clocks (Grade 2) to understand time, used fruits and vegetables for balance activities, and measured volume with coloured water and cups. Term 2 activities included currency handling, sequencing events, and guided worksheets across all Grades.

**Impact:** With the support of targeted remedial sessions and hands-on tasks, students showed stronger grasp of fundamental math concepts. Many were able to apply their knowledge in new contexts, solve problems more independently, and articulate their thinking clearly.

**Science: Cultivating Curiosity through Discovery**

Science learning embraced observation and experimentation. Highlights included bird

classification based on beak types, water source exploration, and the Water Cycle and Filtration Experiment (12 February 2025), where students simulated natural processes and built simple water filters.



*Time matters - and they know it!*

**Impact:** Science became one of the most engaging subjects for students. Increased participation and questioning during science lessons showed a growing scientific temperament and enthusiasm for inquiry-based learning.

**Social Science: Connecting Knowledge to Identity and Responsibility**

Social Science instruction brought concepts to life through maps, matching games, art projects, and civic discussions. Students located continents and oceans, learned about national/state symbols, illustrated constitutional values,



*Mix, observe, learn - colour theory in action*

and participated in water conservation awareness sessions (10 January 2025).

**Impact:** Students demonstrated a clearer sense of place, community, and national identity. Their ability to connect classroom learning with real-world issues - such as water conservation - reflected deeper understanding and budding civic responsibility.



*The 5th graders are preparing for a group Project*

### 3. Well-being and Personal Growth

#### Emotional and Behavioural Support

Lifelong wellness was a key focus woven into daily school life. Our in-house counsellor provided essential emotional and behavioural support through individual sessions, group activities, and classroom strategies - fostering self-awareness, empathy, and resilience. Health lessons, hygiene education, and nutrition awareness helped students develop strong physical and emotional well-being.

A credit-based behaviour system, structured routines, and personalised guidance reinforced responsibility, emotional regulation, and environmental care - creating a safe, nurturing space for holistic growth and compassionate citizenship.



*Learning to identify and express feelings - one emotion at a time*

**Physical Education (PE)** is a cornerstone of our well-being program, promoting physical health, coordination, and social interaction. Through structured sessions and free play, students

developed confidence in using sports equipment, practiced teamwork, and demonstrated inclusive behaviour with peers. PE activities also served as a positive outlet for energy and a foundation for healthy habits and mental balance.

**Karate** played a dual role in enhancing physical fitness and building inner discipline. Students learned self-defence, confidence, and peaceful conflict resolution. This year, our students made notable progress - 29 students participated in a Block-level tournament, winning the Best School



*Despite the heat, the children never want to miss their outdoor games*

Award, and 37 students appeared for grading exams, achieving Brown, Orange, and Yellow belts. Karate continues to be a powerful channel for cultivating resilience and respect.

#### 4. Extra-Curricular Activities: Enriching the Learning Journey

At The Ark Nursery and Primary School, extra-curricular activities are woven into our holistic development framework, providing students



*Well done, Karate Kids - Inter-School Champions two years running!*

with opportunities to grow physically, emotionally, socially, and creatively.

These activities - ranging from Karate and Physical Education to Art, Craft, and Music - support well-rounded growth and lifelong skills.

### **Skill Development: Learning by Doing**

This year, task-based learning brought classroom concepts to life, bridging academics with real-world application. Hands-on activities like making Jhaal Muri taught sequencing and measurement,



*Weighing, measuring all part of Mathematics!  
When learning smells like cookies, it's everyone's favorite!*

while clock-making reinforced math through creative construction. Group projects fostered collaboration, planning, and leadership. These experiences not only deepened academic understanding but also built confidence, teamwork, and problem-solving - skills essential for lifelong learning.

**Life Skills through Art, Craft, and Music** have encouraged students to express themselves creatively while developing focus, perseverance, and attention to detail. Whether assisting in stage decoration for Annual Day or contributing artwork for exhibitions, students displayed originality and pride in their creations. These activities also strengthened collaboration and cultural appreciation as students confidently presented projects for assemblies, class displays, and the Talent Expo.

**Clubs**, conducted weekly, like Weaving, Cooking, Agriculture, Beadwork, Fabric Painting, and Crea-



*Voices rise as confidence grows*

tive Writing offered hands-on exposure to practical and creative skills. These sessions nurtured fine motor development, sparked artistic and entrepreneurial thinking, and encouraged collaboration. The year culminated in a vibrant Club Exhibition that showcased students' talent, ownership, and joy in learning.

**Bringing Learning to Life: Celebrations, Themes, and Exploration** like our annual theme, "Water is Life," brought the school community together around environmental awareness, woven into lessons, assemblies, and a powerful Annual Day performance. Events like Independence Day and



*Where concepts, skills, and color meet - learning tie and dye*

World Water Day nurtured confidence and civic identity through speech, art, and performance. Cross-curricular themes and real-world projects - like science experiments, interactive math, and field visits to the Seashell Museum and Manna Farm - made learning hands-on and meaningful.



*From twists to animals - our KG kids watched, learned, and gave it a try*



*India's Constitution - student-made, proudly displayed !*

Co-curricular programs and weekly clubs added depth and joy, enriching students' growth beyond the classroom.

## Highlight: Annual Sports Day

### Celebrating with Purpose

Our Annual Sports Day on August 10, 2024, was a vibrant celebration, shaped by the theme **"Water is Life."** The day fostered teamwork, physical strength, and a healthy spirit of competition through relays, throwball, long jump, sprinting, and shot put, along with lively drills using shakers, pom-poms, and hula hoops.

Our three teams - Purple Current, Teal Tides, and Blue Waves - showed great energy and unity. Inspired by the dynamic forces of water, each team name reflected a deeper message: *currents* for

continuous effort, *tides* for nature's rhythm, and *waves* for water's power.

Highlights included the kindergarteners' delightful "jiggle walk" during the march past and impressive Karate stunts by our Standard 4 and 5 students. Parents and alumni joined in for surprise games, adding joy to the evening.

To open the event, students marched with purpose, urging all to conserve water. The day was not just about sports - it was a powerful reminder that water is vital and its protection a shared responsibility.

## Highlight: Annual Day Celebration

### "Water is Life" - A Year-long Journey of Awareness and Action

On 22 March 2025, The Ark School came alive with colour and energy for World Water Day -



*Team displays, thrilling events, and one overall winner - Sports Day at the ARK School at its best!*



*From sprints to shot put, from cheers to karate - Sports Day is serious fun at The Ark!*

the grand finale to our yearlong theme, “Water is Life.” From art and quizzes to skits and speeches, students across all grades explored water’s value through creativity and learning.



*Welcoming their parents with a traditional song!*

The day began with joyful participation - even our youngest came in themed costumes and made water art. Classrooms buzzed with posters, drawings, and lively talks on water conservation. The highlight was a school-wide event titled “Every Drop Counts.” A graceful dance opened the show, telling the story of water’s journey in a magical world called *Driptopia*. This was followed by a powerful skit set in a village, showing the effects of pollution and offering simple solutions like rainwater harvesting.



*Stage play: Driptopia’s crisis hits home - a family wakes up to the cost of carelessness*

Special guests - the Panchayat President and local sanitation workers - were honoured for their service, and guest speaker Mr. Jayendran from Communitree inspired all with a lasting message: “Every drop counts - together, we can make a difference.”

It was a joyful, meaningful day that wove together learning, performance, and community

- leaving every child with a deeper respect for water and the role they play in protecting.

## Students Favorite: Club Activities

### Learning Beyond the Classroom

At The Ark Nursery and Primary School, our **Club Program** is an integral part of our holistic education approach. Designed to nurture creativity, responsibility, and hands-on skills, the weekly club sessions offered students opportunities to explore new interests, express themselves, and grow in confidence.

Each club focused on practical learning, age-appropriate exposure, and character-building.

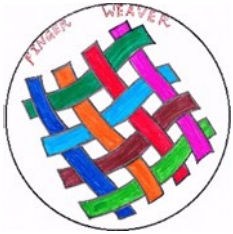


*Concentration and patience through practice lead to good results*

The year culminated in the **Club Exhibition** - a joyful celebration of student work and progress, shared proudly with peers, parents, and visitors. Each group has developed their own logo which were printed on batches for each child of the group.



*A creative call for change - Nature Club’s inspiring 3 R’s showcase*



## The Year's Clubs and their Focus:

**Finger Hand – Weaving Club (Grades 1–3):** Focused on fine motor skills, pattern recognition, and creativity, students learned to measure threads, mix colours, and independently weave patterns. Their progress was showcased in a vibrant display ranging from simple to complex designs.



**Thamizhaga Commis – Cooking Club (Grades 3–4):** Centered on culinary skills, nutrition, and teamwork, this club helped students gain confidence in preparing and presenting simple recipes, which they demonstrated through live cooking and creative presentations.



**Harvest – Agriculture Club (UKG to Grade 2):** With an emphasis on gardening, environmental awareness, and responsibility, students explored seed germination, soil care, and plant life cycles. Their learning came to life in displays of seed balls, plant samples, and growth charts.



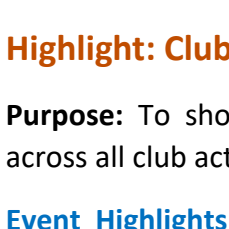
**Bead Smith – Beadwork Club (KG):** Aimed at boosting creativity, concentration, and fine motor development, children designed and created jewellery pieces. Their handcrafted bracelets and ornaments were proudly worn and displayed.



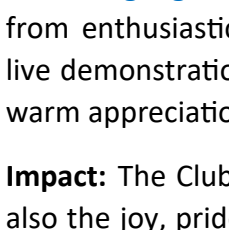
**Nature – Environment Club (KG):** Focused on environmental conservation and sustainability, students engaged with the 3Rs and learned water-saving techniques. The exhibition featured recycled crafts, simple water filters, and awareness posters.



**FabRing – Fabric Painting Club (Grades 2–4):** This club nurtured artistic expression through brush painting, block printing, and stenciling. Students presented their fabric artworks with thoughtful themes and technique demonstrations.



**Ark Fantasy Writers – Creative Writing Club (Grades 4–5):** Concentrating on language development and storytelling, students honed grammar, vocabulary, and narrative skills. Their poems, essays, and illustrated stories were displayed with a detailed exhibition report.



**Magic Hands – Embroidery Club (Grades 2–4):** Focused on precision, patience, and visual design, children practiced basic stitches and created decorative cloth pieces, all showcased in a colourful display of embroidery and self-expression.

## Highlight: Club Exhibition – 29 March 2025

**Purpose:** To showcase and celebrate students' learning journeys across all club activities.

**Event Highlights** included confident student presentations - even from enthusiastic Kindergarteners - alongside interactive displays, live demonstrations, and creative exhibits. The event was met with warm appreciation from parents, staff, and the Chief Guest.

**Impact:** The Club Exhibition reflected not just the skills gained, but also the joy, pride, and collaboration fostered throughout the year. It highlighted how hands-on learning experiences can ignite passion, build confidence, and deepen community connection.



*Colourful and creative - our children's fabric paintings were a hit!*

## Turning Points: Student Stories of Change and Confidence

### From Shyness to Confidence

Some children began the year extremely shy and reluctant to participate, often relying heavily on screens for engagement. Through paired stage activities, encouragement, and the introduction of engaging learning tools, they gradually gained the courage to express themselves. Their transformation into confident participants with improved verbal skills was a clear milestone in their overall development.

### From Support to Self-Reliance in Stage Work

Students involved in backdrop design and classroom performances demonstrated impressive growth in planning, teamwork, and presentation skills. With guided rehearsals and a gradual release method, they delivered their dialogues with confidence. Their collective effort also led to reduced dependence on external resources and promoted ownership of their work.



*With practice, confidence grows - and challenges turn into progress*

### From Frustration to Fine Motor Progress

One student who could not even hold a pencil without distress showed tremendous improvement through hands-on activities and customized support. Over time, emotional security was restored, and tracing and writing skills began to develop, marking a significant step forward in motor and emotional growth.

### From Concept Struggles to Curiosity

Among the learners who initially found it difficult to grasp and express concepts, tailored support and consistent reading practice led to visible improvement. Their curiosity blossomed, especially in Science, and they began completing tasks with better focus and understanding.



*Overcoming mind blocks is like a door opening - new possibilities emerge*

## B. Partnering with Parents

### Strengthening the Home-School Connection

At The Ark Nursery and Primary School, we believe learning flourishes when schools and families grow together. This year, we deepened our partnership with parents - recognizing them as co-educators in every child's journey.

Workshops on positive parenting, digital well-



*Partnering with parents is a valuable investment in every child's growth*

being, and school routines equipped parents to support learning at home. Orientation sessions, PTMs, and Open Days kept communication open, while joyful events like Family Day and the Family Fest created meaningful, shared learning experiences.

These efforts built trust, encouraged active parent participation, and reinforced our shared responsibility in nurturing confident, capable learners.



*Parents understanding our approach is key to true partnership*

## Parent Engagement Initiatives

### Orientation & School Readiness

To help parents prepare their children for a smooth academic start, we hosted an Orientation on School Rules and Regulations (07.06.2024). By sharing expectations and routines through mobile recordings and meetings, we promoted early readiness and open communication.

**Parent takeaway:** Timely preparation and understanding school routines are key to student success.

### Understanding Child Development

The Parenting Workshop on Understanding Child Development (13.07.2024) empowered parents to reflect on their parenting styles and their impact on children's behaviour and learning. We discussed challenges like screen time, academic stress, and peer influence, offering insights on balanced parenting.



*When parents understand their children, growth follows*

**Parent takeaway:** Support emotional well-being, manage digital exposure, and engage mindfully.

### Home-School Collaboration

Ongoing efforts encouraged strong collaboration between parents and teachers through regular interaction, shared learning goals, and child development resources.

**Parent takeaway:** Active involvement at home supports both academic and emotional growth.

## Highlight: Family Fest - A Celebration of Joyful Learning

The most vibrant and unifying event of the year was the Family Fest Celebration - a joyful, interactive day designed to promote Foundational Literacy and Numeracy (FLN) in fun and meaningful ways.

Held in a festive atmosphere, the event transformed our campus into a space of hands-on learning, creativity, and togetherness.



*Family cook-off sparked joy, teamwork, and togetherness*

Families explored three themed rooms:

- English Hub - with language games and storytelling.
- Senthen Thamizh Arai - celebrating Tamil through engaging literacy activities.
- Number Galaxy - filled with playful math challenges and puzzles.

### Highlight: Fathers at the ARK School Break Barriers

This year, parents didn't just observe - they joined in. From *Rangoli* and *Best Out of Waste* to *Fireless Cooking* and drawing competitions, their enthusiasm brought joy and deeper connection.



*Ark fathers broke barriers, embraced new roles, and shone - we're proud of them!*

A highlight of the annual Family Fest was the active participation of fathers in the Rangoli competition - challenging gender norms and reflecting years of awareness-building. These moments marked a powerful step forward in strengthening the school-family bond.

### C. Teachers Professional Development & Dialogue (PDD) Torchbearers of Growth and Transformation

At The Ark Nursery and Primary School, teachers are not just educators - they are mentors, connectors, and changemakers. Through the Professional Development and Dialogue (PDD) initiative, they deepened their skills in child



*Peer learning and collaboration are powerful paths to growth*

development, strengthened ties with families, and embraced holistic, child-centered education.

A structured cycle of training, peer learning, and feedback helped build confidence, collaboration, and a shared commitment to every child's growth. Together, our teachers lead with heart, purpose, and a vision for lasting impact.

#### What We Learned - Support matters – Personalised help unlocks growth.

- Hands-on learning stays – Real-life experiences deepen understanding.
- Partnership works – When parents and teachers collaborate, children thrive.
- Care enables learning – Well-being is essential for progress.

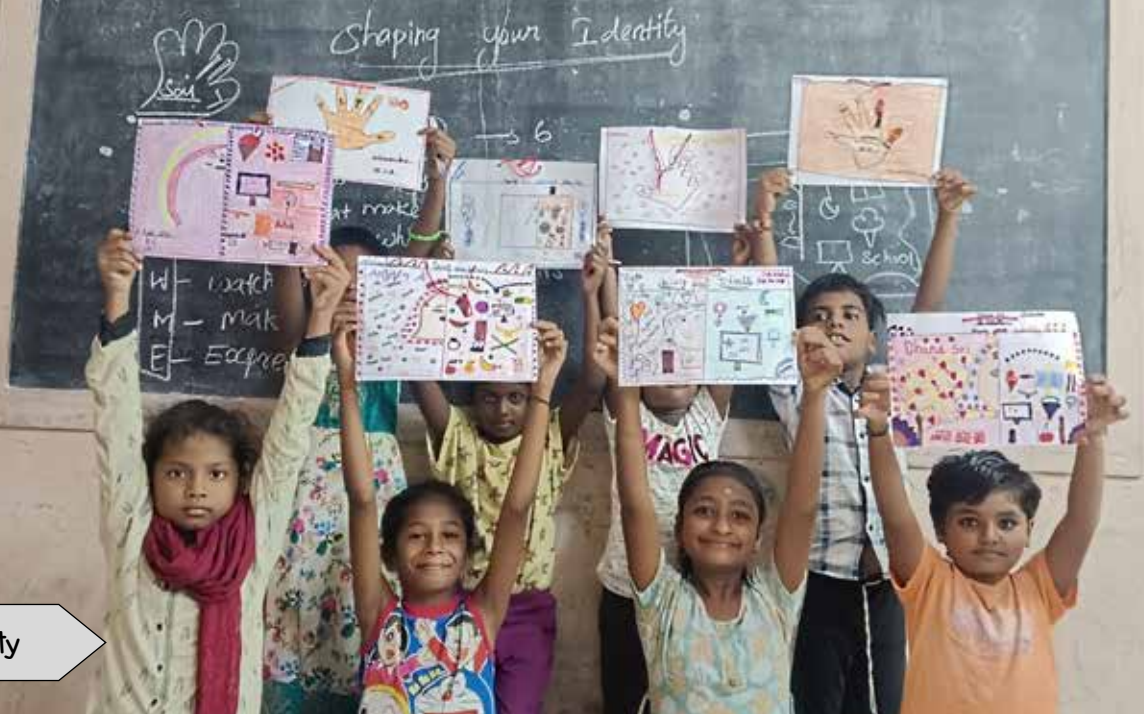
### Conclusion:

#### A Year of Purposeful Growth

In 2024–25, The Ark Nursery and Primary School deepened its commitment to holistic, child-centered education.

Classrooms came alive with hands-on learning that nurtured academic skills, life competencies, and environmental awareness. With tailored support, engaged parents, and reflective teaching, we cultivated a space where learning felt both joyful and meaningful.

**Together, we built a school where every child knows: *I am seen, I am supported, I can succeed.***



Shaping My Identity

### III. COMMUNITY EDUCATION CENTER

#### INITIATIVES FOR FOCUS GROUP CHILDREN, YOUTH AND FAMILIES

##### Nurturing Children, Youth, and Families: A Path to Holistic Growth and Justice

At the heart of our work is the belief that lasting change begins in the everyday lives of children, youth, and families. Our programs go beyond meeting immediate needs - they nurture the whole person in mind, heart, and spirit, while actively addressing the social and structural barriers that limit opportunity.

This year, our focus was on deepening relationships and strengthening community ownership. With children, we integrated academics, life skills, values, and sports to build confidence, curiosity, and character. Youth were supported through leadership development, self-awareness, and career guidance - helping them take meaningful steps toward shaping their own futures. Families engaged through house visits, training sessions, and community forums - spaces for trust-building, healing, and shared responsibility.

The Community Education Center (CEC) is a grassroots initiative committed to providing quality education and holistic development for children and teens in underserved rural areas. Reaching 450 children, 180 youth, their parents and the larger community (410) across eight

villages and nine centers, the CEC empowers them to rise above barriers and become active participants in shaping a more just, inclusive society.

Each initiative is part of a larger whole - contributing to dignity, resilience, and long-term transformation. By nurturing individuals, we strengthen the fabric of entire communities and move collectively toward equity and social justice.



*Everyday resilience: A woman from the community carries out her cooking chores - highlighting the strength and potential within*

## A. INITIATIVES FOR CHILDREN

### Laying Strong Foundations Through Learning and Values

CEC’s initiatives for children focused on strengthening foundational skills in Tamil, English, and Math through level-based learning tailored to individual needs. Through the Evening Classes, CECs offer safe and supportive learning environments where students receive academic support, engage in creative and critical thinking activities, and build life skills and values.

This academic support was enriched with Art-Integrated Life Skills (AILS), behavioural interventions, and consistent mentoring. Complemented by sports, leadership opportunities, value education, and events like Child Fest, these efforts created a well-rounded learning environment. Together, they fostered academic progress, improved behaviour, and nurtured confident, curious, and socially aware young learners.



*Building basics with joy in the Foundation Module*



*Small group coaching helps older students stay on track with schoolwork*

#### 1. Academic Support

To strengthen foundational skills in Tamil, English, and Math, CEC centres implemented a structured academic support initiative. Facilitators were trained in effective teaching methods, student motivation, and remedial strategies through workshops led by Mr. Vignesh. Key tools included English communicative courses, quarterly track sheets, and regular assessments. From September to February, targeted reading sessions, continuous progress tracking, and individualized support led to improved comprehension, better exam readiness, and enhanced classroom engagement.

#### 2. Sports and Recreation

Sports activities were integrated throughout the year to promote physical well-being and teamwork. Starting with chess and carrom in

#### Evening Class Centres and Child Participation Overview

Village	Participants
Eraiyr	62
Gunduperumbedu	55
Ottangaranai	28
Koolangalcheri	17
Navalur1	40
Navalur2	53
Vattambakkam	58
Siruvanjur	58
Nattarasanpattu	54
<b>TOTAL</b>	<b>425</b>



*Champions of the field: Village sports finals celebrated with joy and pride*

September, weekly games became routine across all centres by November. The Intra-Village Sports Tournament in January and the Inter-Village Sports Contest in March engaged 175 students across classes 1–8 in indoor and outdoor events. These programs improved student participation, discipline, and peer interaction, while promoting inclusivity and school attendance.

### 3. Reward System

To reinforce positive behaviour and regular attendance, a Token Economy Reward System was launched across all centres from September to March. Designed by Ms. Michelle and Mr.



*Our social worker's key role: building trust and relationships - the foundation for real change*

Vignesh, it recognized achievements through stars, titles like "Star Student," and tangible rewards. Despite varying implementation across centres, the model significantly boosted motivation, discipline, and classroom participation, laying the foundation for consistent behavioural development.



*A boy's card of thanks to his Mom - planting seeds of respect*

### 4. Value Education & Awareness Programs

Across several villages, CEC facilitated age-appropriate sessions on key issues like addiction, hygiene, gender sensitivity, and emotional well-being. Using stories, skits, group discussions, and pledges, students actively engaged with behavioral norms and community issues.

Initiatives like peer-led clean-up drives and safe

habits campaigns fostered personal responsibility, emotional resilience, healthy relationships, respect and social awareness among children.

### 5. Arts-Integrated Life Skills



*Art Integrated Life-Skills (ALS)  
Expressing identity through art - self-images shaped by experiences, values, and dreams*

From September 2024 to March 2025, creative expression was woven into life skills education across themes of Identity, Culture, and Community. Activities such as self-portraits, festival cards, and symbolic artwork helped students build self-awareness and pride in their roots.

Projects around Women's Day and newspaper-based thinking nurtured empathy, creativity, and critical thinking. These sessions offered a safe, expressive space for social-emotional learning and community bonding.

### 6. Child Leadership Development

Building on earlier child parliament efforts, a refined Child Leadership Forum was developed and rolled out between January and March 2025



*Child Forum: Older children lead, include, and learn to care for their world responsibly*



*At the Grand Children’s Fest in November, our walls nearly burst - with joy, laughter, and endless energy!*



*Jenny ensured her class from Kulungalcheri (a tribal hamlet) was fully part of the Fest!*

across all nine centres. Monthly team sessions empowered students to lead initiatives around hygiene, discipline, and peer support. This model not only encouraged responsibility and decision-making but also gave students a voice in shaping their learning environment.

### 7. Special Programs and Events

Throughout the year, children took part in diverse activities - from a summer camp with science and art, to a zoo visit, and cultural contests during Pongal and Children’s Day. Intra- and inter-village competitions boosted leadership and



*Aerodynamics - fascinating and seemingly distant, yet present in everyday life (testing their special paper aeroplanes)*

expression. Alongside, regular material support, counselling, family casework, and parent meetings ensured holistic care. With 11 interns involved, child development and community ties grew stronger.

### Shaping Tomorrow: Stories of Student Transformation

#### A Catalyst for Personal Growth (Nov. 2024)

Child Fest 2024 was a turning point for many students, sparking personal growth and commitment. Dhanush (7th, SI Center) pledged to obey his parents, read daily, and dance.

Younger students like Manju, Jemmima, and Srinithi (VA Center) promised to speak respectfully and embraced singing with new enthusiasm - showing how value-based events can inspire lasting change.

#### Student-Led Action in Kulungalcheri (Feb. 2025)

In February, the Child Forum in Koolangalcheri (tribal hamlet) sparked a shift in student



*The children cleaned the street out of their own initiative - they ready for games with pride*

leadership, with children taking initiative in clean-ups, promoting discipline, and encouraging study and sports participation. What stood out was the absence of external prompting: students were leading by example. This self-driven behaviour highlighted the impact of child-led structures in nurturing responsibility, civic awareness, and peer motivation. The children’s transformation is a powerful testament to how trust, structure, and encouragement can shape them into confident agents of change.



*Coding Explore Workshop:  
Opening tech doors for rural youth*

## **B. INITIATIVES FOR YOUTH**

### **Empowering Young Minds for Leadership and Change**

CEC's youth engagement programs are rooted in the belief that rural youth are key drivers of community transformation. By focusing on leadership, life skills, and social responsibility, the initiatives aim to equip young people with the tools and confidence to shape their futures. Through structured forums, regular sports, skill-building workshops, and awareness sessions on topics like addiction, hygiene, and gender equity, youth developed critical thinking, teamwork, and a strong sense of civic duty. Youth-led clean-up drives, peer learning circles, and community actions reflected their growing ownership and commitment to creating positive change.

#### **1. Youth Programs & Events: Platforms for Growth and Expression**

To foster experiential learning, creativity, and leadership among rural youth, CEC organized a series of engaging events throughout the year. These programs combined skill development with exposure, celebration, and teamwork.

The April 2024 Summer Camp brought together

75 teens and youth for five days of hands-on learning in coding, baking, marine science, and finance. Sessions on cybersecurity and healthy relationships addressed real-life concerns, promoting digital safety, self-respect, and emotional well-being.



*Sweet moments in the making - youth whip up chocolate goodies at summer camp!*

In July, an educational trip to Birla Planetarium and Children's Park enriched the curiosity of 80 youth through interactive science and nature experiences.



*Students captivated by science and space during their visit to Birla Science Park and Planetarium*



*International Youth Day: Inspiring youth to choose wisely and give back to their own community*

International Youth Day (August 2024) drew 60 participants, featuring empowerment talks and interactive sessions on leadership.

The Youth Fest (December 2024) blended cultural performances with workshops, encouraging self-expression and team bonding. It was



*Exploring the effects of negative thinking through a powerful balloon exercise.*

vibrant gathering of teens and young adults, combining stage performances, traditional games, and team-building workshops. It created space for youth to showcase talents, engage in friendly competition, and reflect on shared values of respect, resilience, and collaboration.

**Impact:** These events saw strong participation, sparked initiative-taking, deepened community connection, and supported the emergence of youth leadership.

## 2. Youth Sports: Fostering Life Skills and Inclusion Through Play

The sports activities at CEC were strategically designed as more than just recreational activities - they became a powerful medium for building life skills, encouraging gender inclusion, and sustaining youth participation across villages.

The initiative rolled out in Vattambakkam, Siruvanjur, Nattarasanpattu, and Eraiyur, with regular volleyball, throwball, and informal sports gatherings creating spaces for interaction and collaboration. These sessions not only promoted physical well-being but also offered practical lessons in teamwork, discipline, and communication.

During community events like Pongal and the Youth Sports Contests, youth took on organizing roles, gaining hands-on experience in leadership and event coordination. Special efforts were made in Eraiyur and Nattarasanpattu to ensure young women's participation, breaking social barriers and encouraging equal access to play.



*Youth build teamwork, discipline, and confidence through spirited volleyball matches*

The year closed with a Youth Sports Contest (February 2025), where 116 youth competed in volleyball, chess, and running, emphasizing discipline and fair play.

In some villages, the program saw remarkable youth ownership - young people initiated games, raised funds, and took responsibility for managing sports equipment and schedules.

**The impact was evident:** youth became more engaged, demonstrated greater accountability,



*Rising Stars: Young girls shine as winners in the inter-village sports contest*

and embraced inclusive values. Sports became a unifying force - nurturing confidence, cooperation, and a deeper sense of community belonging.

### 3. Equipping Youth Through Courses, Workshops & Training

To equip rural youth with essential life and career skills, the Community Education Centers (CEC) launched a series of capacity-building programs focused on communication, self-awareness, and career readiness.

This year, new skill-based courses included the Communicative English Course in three village centers, aimed at strengthening speaking, grammar, and non-verbal communication skills. In addition, computer and music classes were introduced, offering both creative expression and technical learning opportunities. While these courses are built on well-structured curricula, fostering greater interest and consistent participation will be crucial to deepening their long-term impact.



*Opening doors with English - new class begins for Eraiur youth*

Complementing these efforts, the Empowered Worldview Workshop in Eraiur gave 13 youth a chance to reflect on their identity and future goals through storytelling and vision-mapping exercises.

To further support career development, intern-led guidance sessions helped participants with resume writing, goal setting, and personal growth - equipping them with practical tools for making informed and confident life choices.

**Impact:** These programs sparked interest in self-improvement and revealed a growing openness among youth to engage in structured learning for future growth.

### 4. Building Youth Leadership and Civic Engagement

To foster leadership and civic responsibility, CEC launched youth forums in key villages through trust-building sessions from Sept–Dec 2024. Deeper engagement during Pongal led to the formal launch of the Gunduperumbedu Boys’



*Gunduperumbedu boys lead the way - sparking community engagement in forums and sports*



*Youth Forum & Volunteers from Eraiyyur*

Forum and Eraiyyur Co-ed Forum in early 2025. Regular sessions from March focused on teamwork, communication, and local involvement.

**Impact:** Youth began actively participating and showing early leadership, laying the groundwork for expanded youth-led development next year.

### 5. Team Gen-Z: Earn While You Learn

Team Gen-Z empowers rural youth (16+), especially young girls, to grow as leaders while serving their communities.



*Confident and committed - Gen-Z young women leading change in their communities*

Most facilitators - college-going girls from local villages - lead evening classes and support programs for children, youth, and women. For many, this role provides not just purpose and confidence, but also financial support for their education.



*Jenny distributing stationaries to her students*

With training, mentorship, and stipends, Team Gen-Z offers hands-on learning and long-term growth - nurturing the next generation of changemakers.

#### **Impact:**

Jenny: From Ark student to Evening School learner, and

now an Evening School teacher - she knows first-hand how support can shape a life. Inspired by her own journey, Jenny took the initiative to raise funds from friends and family to bless her students from the tribal hamlet of Koolangalcherri.

### Stories of Youth Power

#### Empowered from Within: Youth Fest Reflections

"I learned about positive thinking, leadership, and the importance of understanding good and bad touch." (Thamanesh, IX Std, Navalur)

"This session changed my perspective on life and work. I now understand the value of positive thinking, leadership, and discipline." (Anushiya, Graduate, Navalur)



*Shrinithi - Receiving an Appreciation*

"Self-motivation, rational beliefs, and the pursuit of truth - these lessons will stay with me forever." (Srinithi, X Std, Ottankaranai)

### Claiming Space, Leading Change:

#### Youth and Girls Transform Through Sports

In Eraiyyur and Nattarasampattu, sports became a powerful tool for youth leadership and girls' empowerment. With support from our facilitators and MSW interns, girls broke social norms by playing publicly, building confidence and inspiring similar movements in nearby villages like Vattambakkam.

Meanwhile, youth in Nattarasampattu took charge - organizing events, involving families, and emerging as changemakers beyond the field.



*Young sports enthusiasts inspiring others in their village with their active participation and team spirit*



Sparking self-worth and change in communities facing poverty and social exclusion

## C: INITIATIVES FOR FAMILY AND COMMUNITY

### Strengthening Community Engagement & Empowerment

Recognizing the vital role of families and communities in a child's development, CEC deepened its grassroots impact through regular house visits, family forums, and capacity-building workshops. These consistent efforts built trust, strengthened community ties, and enabled targeted interventions.

Health camps improved access to medical care, while parents increasingly took initiative in supporting their children's learning.



*Parents meet to reflect on their role in education, care, and support*

Together, these actions fostered greater ownership, catalyzed community-led change, and laid the foundation for long-term, sustainable development.

#### 1. House Visits & Community Profiling

Field visits and Participatory Rural Appraisals (PRA) formed the foundation of trust-building and data-driven planning. A key PRA in Nattarasampattu (May 2024), involving interns and community members, mapped resources and challenges, especially within the Irular community.

These efforts sparked increased parent involvement in education, expanded youth and women's participation, and more inclusive community events. The groundwork continues to inform ongoing mobilization and program design.

#### 2. Family Forums: Empowerment Through Visioning

Family Forums in Koolangalchery and Nattarasampattu helped participants explore identity, aspirations, and local solutions. Sessions on vision-boarding, resource mapping, and entrepreneurship encouraged families to shift from dependency to self-reliance.

Outcomes included women-led kitchen gardens, local businesses, and strengthened commitment to children's education - laying the groundwork for long-term transformation.



*Empowered Worldview sessions spark deep reflection, shifting mindsets to foster self-driven decisions*

### Impact: Nattarasanpattu – Growing Ownership

An Empowered Worldview Workshop in June 2024 sparked self-reflection among Irula community members. With support from local facilitators, trust deepened, leading to visible changes - stronger family ties, confidence, and initiative. By December, residents independently organized a community clean-up and gathering, marking a shift toward shared responsibility and leadership.

### 3. Capacity Building for Families

In Navalur, the *Building Brighter Futures* program emphasized parental roles in children’s education. Parents gained tools for emotional support, study routines, and school coordination. Impact included stronger home-school collaboration, reduced risk of dropouts, and a more supportive learning environment.

### 4. Special Programs & Health Initiatives

A pre-rural camp in June 2024, in collaboration with RGNIYD, saw students conducting environ-



*A truly inspiring call for greater responsibility toward nature*

mental projects, PRA activities, and safety awareness programs. It provided a platform for student learning and community collaboration.

Medical access was enhanced through partnerships with Dreamz Foundation and Saveetha Hospital, benefitting over 20 villagers with free check-ups, medication, and treatment support. Follow-up casework by interns in 2025 addressed academic, behavioral, and health needs of vulnerable individuals in multiple villages.



*A community trip to Rajalakshmi Hospital for free health checkups has been a great help for our people*

On March 22, 2025, a Women's Day and Menstrual Hygiene session in Eraiyur led by Ms. Archana and Ms. Mamtha broke taboos through open dialogue. The success of the session catalyzed the formation of a new Family Forum focused on health, education, and well-being.

### Impact:

### Kulangalcherry – Accessing Healthcare

A health camp in June 2024 led to the diagnosis of high blood pressure for Mala. Unsure about treatment costs, she was guided by CEC staff to free care at a government clinic. This simple but vital support removed barriers and reinforced community resilience.

### Healthcare Access through Timely Intervention

In Kulangalcherry, a medical screening camp in June 2024 became a lifeline for Mala, who was diagnosed with high blood pressure. Concerned about the affordability of private treatment, she hesitated to seek care. CEC staff stepped in, guiding her to the nearby Government Primary Health Centre, where she now receives free, consistent treatment.

This small but critical intervention emphasized the importance of field engagement - not just in identifying health risks, but in navigating access to existing public resources. Mala's story reflects how informed support can break barriers to healthcare and build lasting resilience in marginalized communities.



*Pongal (Harvest): Women and youth stepped up with vibrant, self-initiated spirit*

**Conclusion:** CEC's grassroots efforts have built trust, strengthened community ownership, and improved access to education and healthcare - reflecting a values-driven commitment to dignity, inclusion, and lasting change.

## Educational Sponsorships

### Investing in Futures

Karunakarya Trust is committed to supporting students from marginalized communities through ongoing educational sponsorships.

By assisting school and college students - including first-generation learners in fields like engineering, commerce, and Tamil literature - the program reduces financial strain and ensures continued access to education.

Support extended to children and youth from our communities (including community staff families) who fall into the organizations scholarship criteria, with a partial support for their children's school and college fees while all children studying at „The Ark School“ benefit from full waivers or 40% fee support.

In 2024–2025, Karunakarya sponsored partial fees for all 91 primary students at „The Ark School“, along with 5 secondary and 5 college



*The Ark School nurtures rural children through holistic learning*

students. The team also provided guidance through complex admission processes - bridging access gaps and offering hope for a brighter future.

## Linkages and Referrals

### Building Systems of Support

In 2024–2025, the Community Education Centre (CEC) expanded key linkages to provide holistic support for children, youth, and families - removing barriers, improving services, and fostering long-term resilience. From education to documentation and livelihoods, these partnerships are building stronger, self-reliant communities.

#### 1. Child Documentation

In collaboration with *Beth Abi Children's Home*, *Willy's Primary School*, and an *MCC intern*, CEC supported families in securing essential documents like birth certificates and Aadhar cards - crucial for accessing education, health, and welfare schemes.

#### 2. Government School Engagement

A formal proposal was submitted to the *Directorate of School Education* (May 2024) to integrate life skills and career guidance in government schools. In March 2025, the team met with the *District Chief Education Officer (CEO)* to align with the state mission “*Namma School, Namma Ooru Palli.*”

#### 3. Skill Development and Livelihoods

Through partnerships with the *Tamil Nadu Skill Development Corporation (TNSDC)* and the *Tamil Nadu Urban Habitat Development Board (TNUHDB)*, especially in Navalur, youth and families gained access to vocational training, job placement, and financial literacy programs.

## STRENGTHENING OUR TEAM

### Initiatives for Team and Interns

#### Social Work Internships

##### Bridging Learning and Community Impact

Karunakarya collaborated with 16 MSW interns from reputed Colleges of the locality, significantly enhancing its community outreach. Interns contributed to fieldwork, documentation, and behavioral support across three focus villages (KU, NAV, NA).

Their work included facilitating access to disability certificates, pensions, skill training, and counselling. In Nattarasanpattu, they supported academic and behavioral development among children and advocated for government schemes. MCC intern Sanjay notably enabled documentation for two vulnerable children through collaboration with local institutions.

RGNIYD students conducted a community study and launched a Family Forum during their pre-rural camp, alongside environmental and awareness activities. A key highlight was a Free Medical Camp on 22nd February 2025 in Koolangalcherri, benefiting 23 residents, with interns managing logistics and follow-ups.



*Pre-Rural Camp with RGNIYD - planting a tree as a symbol of partnership between community, college, and Karunakarya*

This hands-on internship model deepened students' field exposure while amplifying Karunakarya's grassroots impact, fostering mutual learning and a shared commitment to community transformation.



*The Community Education Center Team, including the community facilitators*

### Voices from the Interns

#### Poonthamizhan D. (SRM, MSW I)

"The fieldwork helped me grow personally and professionally. I now see how education can drive real change."

#### Binita Ghosh (RGNIYD, MSW I)

"I realized how many invisible problems exist in our society. I'm committed to serve and make a difference."

### Building Capacity for Impact

#### Strengthening the Field Team

The success of CEC's programs rests on the commitment and capability of its facilitators. From June 2024 to March 2025, focused efforts were made to build their capacity through regular trainings, planning meetings, and peer learning sessions - ensuring consistent, quality education aligned with Karunakarya's vision and values.

### Training Highlights

**Foundational Training:** Facilitators received subject-specific guidance in English, Tamil, and Math, with a focus on child-friendly and practical teaching methods.

**Expanding Focus Areas:** Trainings later covered life skills facilitation, child forums, classroom management, and the Art Integrated Life Skills approach to promote values-based learning.

**Technical and Ongoing Support:** Cluster-level reviews and support sessions addressed field-level challenges while building basic digital literacy (e.g., email, Excel) to enhance communication and efficiency.

**Collaborative Learning:** Joint workshops with school staff, role-specific trainings, and internal reflections helped clarify responsibilities, foster peer learning, and strengthen team cohesion.

**Impact:** Facilitators gained confidence, clarity, and stronger ownership of their roles. With improved skills and deeper alignment to organizational values, they created more structured, engaging, and values-driven learning environments - laying a strong foundation for meaningful, community-rooted education.

## Institutional Partnerships

### College Observation Visits

Throughout the year, students from partner colleges visited Karunakarya for observation visits, gaining real-world exposure to grassroots work. These interactions sparked deeper interest in social development and opened doors for future collaboration.

## CSR Partnerships

### Support and Volunteer Engagement



*A CSR Team, playing and spending time with community children and blessing them with gifts for their studies*

In 2024–2025, corporate partners played a vital role in strengthening Karunakarya’s education and skill-building initiatives. Beyond financial support, employee volunteers engaged directly with children - organizing play sessions, bringing gifts, and leading career guidance activities. These moments not only enriched program

delivery but also built meaningful connections, showing how CSR involvement can drive deeper, lasting community impact.

## Conclusion of the Year

### Strengthening Impact Amid Challenges

In 2024–2025, CEC deepened its impact while navigating staffing, infrastructure, and youth engagement challenges.

The Earn While You Learn initiative engaged 18 youth facilitators - mainly college-going girls - to support 9 centers and fund their own studies, highlighting the need for stronger mentoring and flexible schedules.

Support from 16 MSW interns improved outreach, though gaps in logistics and coordination remain.

Educational sponsorships reached 101 students, yet demand - especially for higher education - continues to outpace resources.

### Going forward, our focus will be on:

- Strengthening youth facilitator systems through mentorship, academic support, and clear role structures.
- Follow-up mechanisms will be developed to support youth beneficiaries beyond the program - through graduation and into careers
- To sustain impact, we aim to expand partnerships for skill training and higher education, while investing in infrastructure and transport to improve access, especially in remote areas.

These priorities will sustain our grassroots mission and continue nurturing local potential - from children to youth to families - through consistent, community-rooted action.



*Awaiting Permission to conduct Life Skills and Career Preparation sessions in Government schools: This will expand our reach to more teens and youth.*



## IV. Human Resources - Training & Staff Engagement

### Strengthening the Team, Deepening the Mission

In 2024–25, Karunakarya’s HR efforts focused on strengthening systems, deepening staff engagement, and fostering a culture of accountability, growth, and shared purpose. Intentional steps were taken to align people, performance, and mission - introducing initiatives to enhance professionalism, streamline processes, and invest in continuous development.

Across school, community programs, and support services, new staff, interns, and consultants brought fresh energy and commitment. Through regular training, peer learning, and open dialogue, we cultivated a work culture rooted in mutual respect and ongoing improvement. Every role - from teaching and counselling to outreach and administration - contributed meaningfully to the impact we create.

As we honoured those who moved on, we continued building a team that grows together and serves with clarity and compassion.

#### 1. Performance and Accountability

To support continuous development, we introduced a structured Performance Management System (PMS) rooted in reflection, goal-setting, and regular feedback. This system fostered a

culture of ownership, alignment, and mutual accountability across teams. Importantly, the PMS was also integrated with project designs and their specific targets. Two presentations were conducted for the Board of Trustees, offering clear visibility into progress and outcomes, and enabling informed support and decision-making.



*Project Presentation for all Teams, January 2025 (Shalini, HR)*

#### Jancy (Teacher, ARK School)

“Preparing for the review presentation helped me take ownership of my role. It wasn’t just about evaluation - it gave me direction and made me feel part of a shared dream.”



## 2. Systems and Streamlining

To support growing coordination needs, our Human Resource Management System (HRMS) was expanded across all levels - staff, interns, and consultants. This brought greater transparency, ease of access, and efficiency in our day-to-day operations.

## 3. Culture and Collaboration

We deepened our culture through regular value-based fellowships, skill-building workshops, and cross-functional engagements. These were not just scheduled activities but spaces for personal insight, role clarity, and collective growth.



*Nothing brings people together like sharing food - fellowship, fun, and new friendships across teams!*

## 4. Staff Well-being, Cybersecurity & Mental Health

In 2024–25, Karunakarya promoted staff well-being through retreats, sports days, and creative group activities. Mental health workshops focused on emotional resilience and stress management. Basic cybersecurity training was also introduced to build awareness and ensure safer digital practices. Together, these steps fostered a healthier, more connected, and secure workplace.

### Bhuvaneshwari (Housekeeping, ARK School)

“The session on mental safety made me feel seen. For the first time, I understood that my emotions are part of my work - and they matter. It gave me the courage to speak up, for myself and for others.”



## Training across the Departments

### Empowered Worldview

#### Shifting Mindsets, Deepening Impact

In 2024–2025, Karunakarya staff participated in the *Empowered Worldview* workshop - a deeply transformative experience that challenged limiting beliefs, renewed purpose, and reshaped how they approach their work. Rooted in values of dignity, stewardship, and hope, the training encouraged participants to reflect on their identity, roles, and potential - not just as educators or social workers, but as catalysts for lasting change.

The workshop redefined poverty - not as the absence of things, but as the absence of hope and opportunity - and inspired a shift from task-based roles to purpose-driven service. Staff began to see strengths where they once saw needs, and every interaction, whether in a classroom or community, as a chance to plant seeds of resilience and agency.



*Team spirit in action! The challenge: Who can place the bottle furthest from the line - without stepping over?*

The Empowered Worldview workshop wasn't just training - it was a mindset shift that awakened purpose, and lit a spark to ignite change far beyond their daily work - one transformed worldview at a time.

#### Voices from Participants:

##### From Tasks to Transformation

In the words of one participant, “I now see myself not just as someone who serves, but

someone who uplifts. I can be a light that helps others see what's possible."

One such story is Helena's - a teacher whose mindset shifted through the workshop. "Earlier I just delivered lessons. Now I see every word as a seed - I plant with purpose," she shared. No longer focused only on academics, she now sees her role as influencing both children and their families, using education as a tool to break cycles of poverty.

Today, Helena teaches with renewed purpose, carrying hope for her students and her community.



**Archana (Facilitator, CEC)**

"Empowered Worldview changed the way I see our communities. I began to notice not just their needs, but their strengths. It taught me to serve with deeper compassion."



**Rising Together**

**A Team-Building Experience in the Kitchen**

On 11.05.2024, an interactive baking workshop was held for all Karunakarya staff and consultants to promote team spirit, creativity, and relaxation. Working in cross-functional teams to bake



*A welcome moment of relaxation - baking is quickly becoming the team's favorite shared pastime!*

chocolate cakes, participants engaged in hands-on learning and collaboration while enjoying a refreshing break from routine work. The session fostered a positive atmosphere and strengthened connections across departments.

**Living Our Values**

**Workshops on Skills, Character, and Purpose**

Throughout the year, a series of workshops were conducted to strengthen the integration of skills and values in both personal and professional life. Educators from AK school and evening centres were equipped with practical tools for effective



*Interactive games help unlock concepts - but more than that, they spark excitement, teamwork, and a whole lot of fun!*

teaching and character-building. Staff and consultants across the organization explored the role of personal beliefs, societal influences, and cultural norms in shaping values, and reflected on how to align these with Karunakarya's mission. Through interactive sessions and real-life applications, these workshops reinforced our commitment to holistic development - of students, communities, and ourselves.



*The Housekeeping team stole the show with the most hilarious and creative skit on the value of "Quality"!*

## Staff Engagement

### Strengthening Culture and Connection

At Karunakarya, people are at the heart of everything we do. In 2024–25, our staff engagement programs were intentionally designed not just to break routine, but to nourish the emotional and relational fabric of our teams. Each event offered space for reflection, celebration, and connection.

### Teachers' Day Celebration

This day became a reminder that teaching lives in every role. From mentoring a colleague to modelling kindness, every staff member was honoured as an educator. The celebration recognized the quiet, powerful ways our team shapes learning and growth across the organization.



*Whether teaching or learning, each one plays a part - this celebration is for all of us!*

### 23rd Anniversary Celebration

In November, our 23rd Anniversary was a moment of shared pride. A touching video chronicled our journey - through black-and-white photos, interviews, and turning points - reconnecting us to our roots. It was more than a celebration; it was a moment of pause where legacy met vision, and collective memory inspired renewed purpose.

#### Vignesh (Academic Coordinator, CEC)

“Watching the 23rd Anniversary video reconnected me to Karunakarya’s roots. It reminded me that I’m part of something much bigger - and that I carry a piece of its vision forward.”



### Annual Staff Get-Together

December’s get-together offered warmth and wisdom. Professor Johannes Samuel’s session on “GIVE” (Gentle, Interested, Validate, Easy manner) offered not just a communication tool, but a human approach - shaping how we relate to each other and to the communities we serve. The celebration also included intern interactions, staff recognition, and moments of shared joy.

#### Karthiga (Teacher, ARK School)

“The GIVE message was simple but powerful. Using it with my students changed their responses - and mine. It’s become more than a strategy; it’s a mindset for life.”



### Staff Sports Day

The year closed with spirited energy. Sports Day brought out the child in each of us - through badminton, treasure hunts, and laughter. The screening of *Freedom Writers* grounded the day with meaning. Its message of transformation through empathy resonated deeply, sparking conversations that brought the team closer together.

These weren’t just events - they were shared experiences of joy, reflection, and growth. They



*Staff Sports Day brought fun, team spirit, and surprising talents to light!*

offered space for laughter, connection, and renewed purpose. In moments of celebration and quiet conversations alike, our community deepened - reminding us why this work matters, and whom we do it for.

## Women's Day

Vibrant and joyful, Women's Day brought together laughter, games, and reflection. A powerful talk by our guest speaker reminded us that the celebration wasn't just symbolic - it was a recognition of the strength, creativity, and resilience women bring to Karunakarya every day. The event uplifted stories of overcoming and dreams still unfolding.



*We celebrated womanhood with joy - but more importantly, we stand for mutual respect among women and thank the men who supported them throughout the year!*

## TRAINING at The ARK School and at the Community Education Centre (CEC)

**Note:** For Staff training details, please refer to previous section for „The ARK Nursery & Primary School“ and the „Community Education Center“ report in the previous pages.

## INTERNSHIP & Learning at Karunakarya

**Note:** For more details on Internship experiences, please refer to previous section „Community Education Center“ in the previous pages.

## Conclusion of the Year

The year 2024–25 has been more than a milestone - it's been a journey of alignment, growth, and renewed clarity. We close this chapter with a stronger sense of identity and direction. The successful rollout of our Performance Management System (PMS) laid the foundation for continuous feedback and shared accountability.

Monthly value-based fellowships, reflective workshops, and creative engagements like baking sessions and team reviews deepened purpose and strengthened team bonds.

As we move forward, we remain committed to building a values-driven, resilient team - equipped not just to deliver programs, but to lead with purpose and compassion.

## Looking ahead, we aim to deepen what we've begun:

- integrating coaching into performance cycles,
- expanding values workshops, building inclusive team spaces,
- and strengthening college partnerships.

This year reaffirmed a simple truth: **when people grow, organizations thrive**. Our HR journey was rooted in valuing people - creating space for growth, purpose, and shared vision. Karunakarya is more than a workplace - it's where we grow, together.



### The People Who Invisibly Serve Us All

**Top to down:** Vijay, Karthigaiyan (Transport), Kavitha, Anitha (Admin, Finance), Krishnan (Security), Suganthi, Buvana, Geetha, and Kathuri (Housekeeping) - The hands behind quietly ensure everything runs smoothly. Thank you for your invaluable service.



## Spotlight: From Student to Changemaker

Jebarani's journey with Karunakarya began as a quiet, determined student in the Evening School program. Over time, she grew into a confident leader and teacher, mentoring children from the same rural community she came from.

With encouragement and exposure, she pursued higher education and now works with a reputed MNC in Chennai - carrying forward the values shaped during her time at Karunakarya.

In a full-circle moment, Jebarani initiated a CSR grant from her company, enabling our CEC team to acquire mobility and safety equipment to better serve eight villages.

*"Karunakarya saw potential in me when I didn't see it in myself. Today, I'm proud to give back to the place that shaped me." – Jebarani*

Her story reminds us that when we invest in local youth, we plant seeds of change for generations to come.

## V. A Note on Marketing & Fundraising

### Strategic Outreach and Promotion

#### Building Visibility, Partnerships, and Support

In 2024–2025, we actively promoted Karunakarya's mission through engagements with individuals, foundations, companies, and associations - both in India and abroad. Using presentations, visits, and digital outreach, we highlighted our impact in education, youth development, women's empowerment, and community health.

Despite a cautious global funding climate, these efforts sparked meaningful conversations and built stronger ties with potential partners. The experience reinforced the need to focus more on local partnerships and domestic resource development for long-term sustainability.

While progress was made, we recognize the journey ahead—and remain committed to deepening this work for lasting change.

Thank you for your continued trust and partnership in walking with us on this journey.

Your support enables us to serve children, youth, and families in need —  
bringing hope, dignity, and lasting change to their lives.

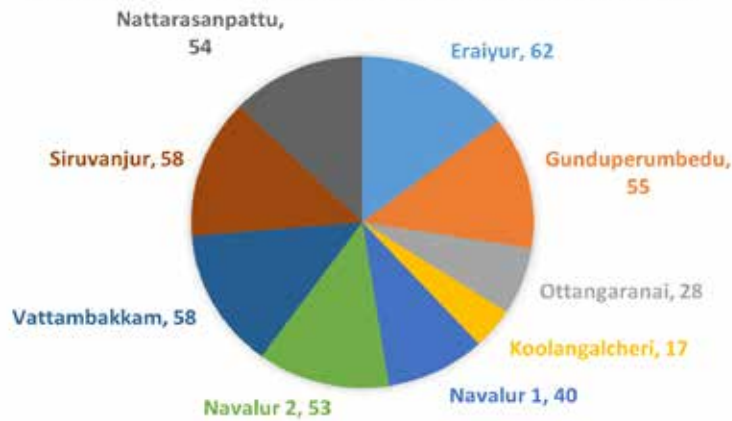
## VI. APPENDIX - Data, Statistics, and Supporting Tables

### Detailed Figures and Supplementary Information

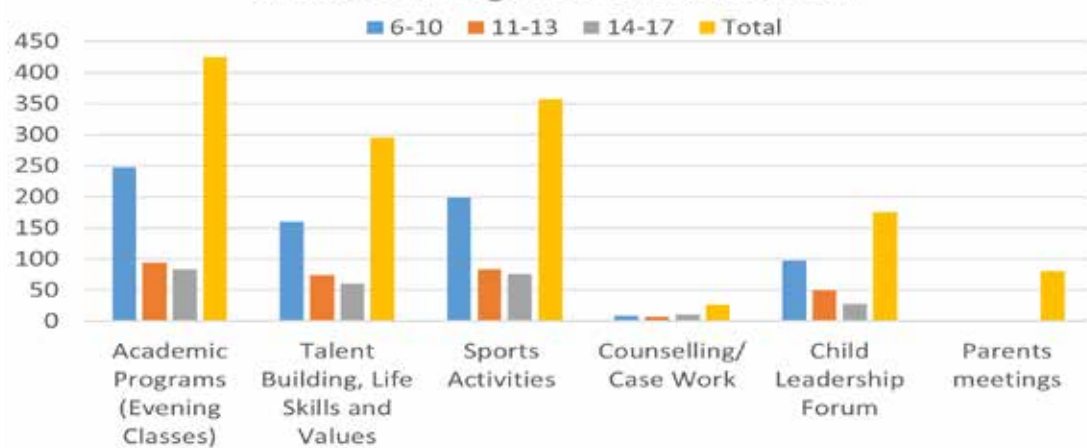
### III. COMMUNITY EDUCATION CENTER

#### Children, Youth, Family & Community Participation

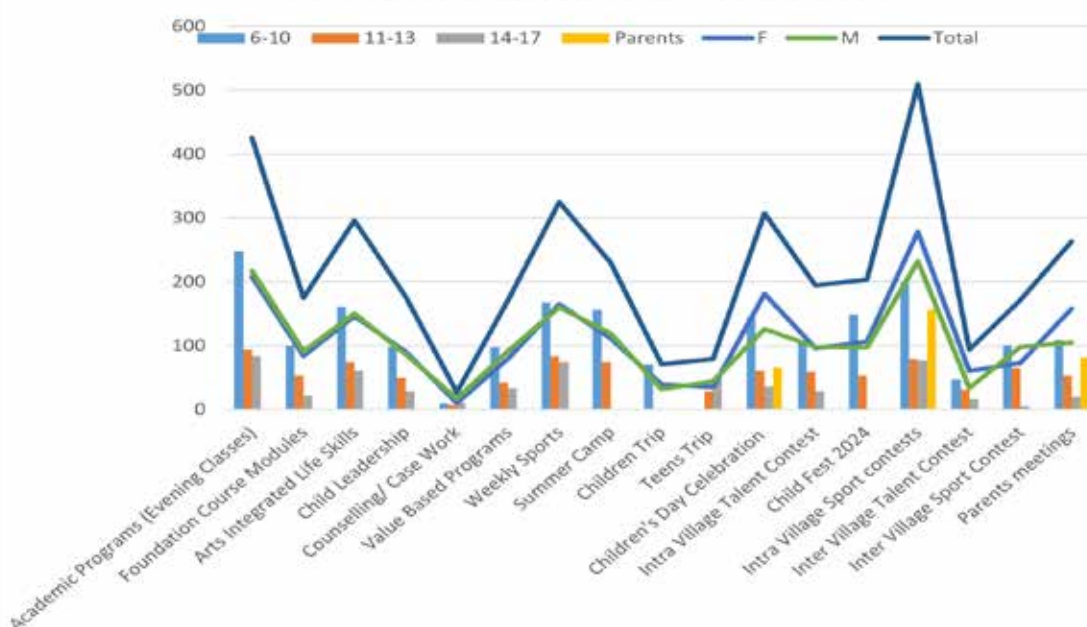
#### ACADEMIC PROGRAMS (EVENING CLASSES)

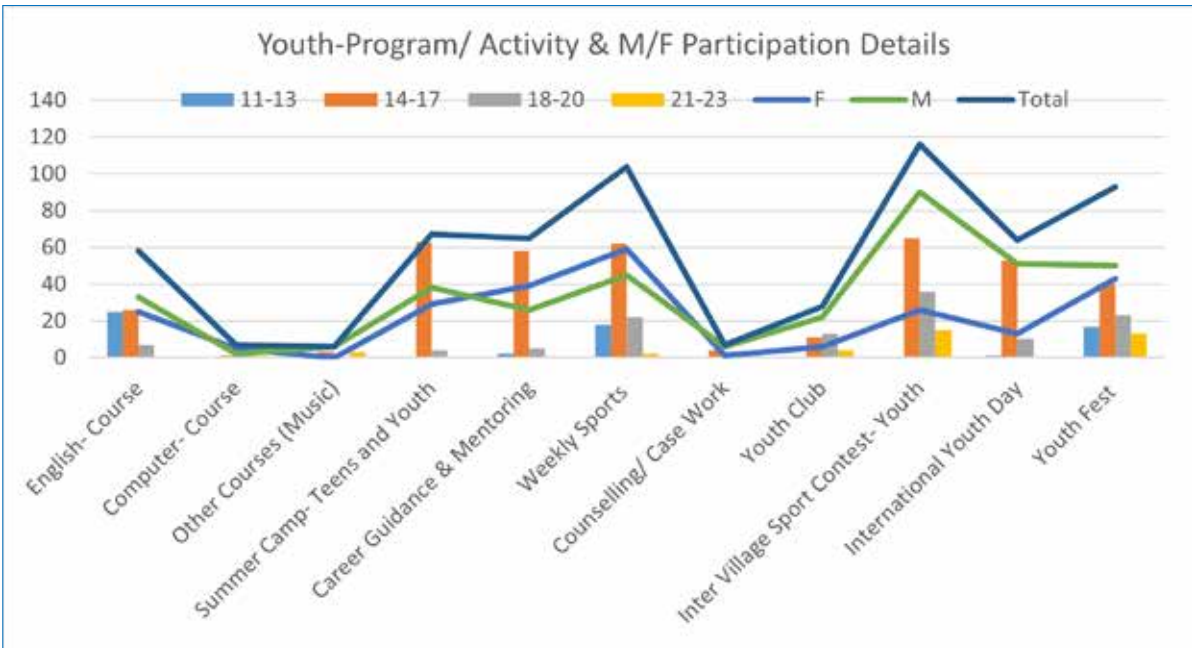
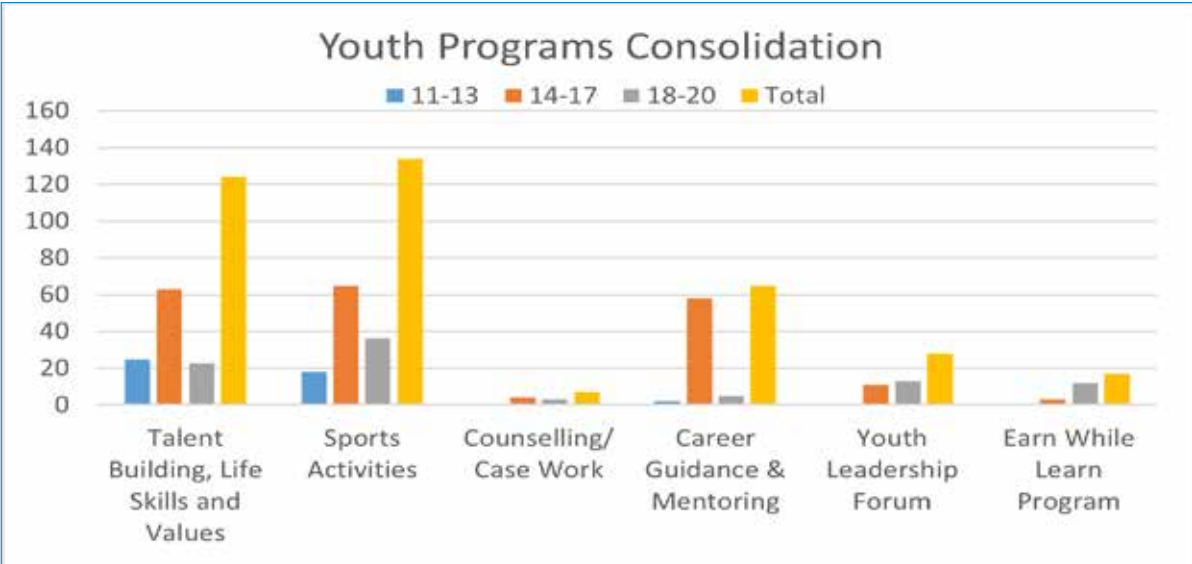
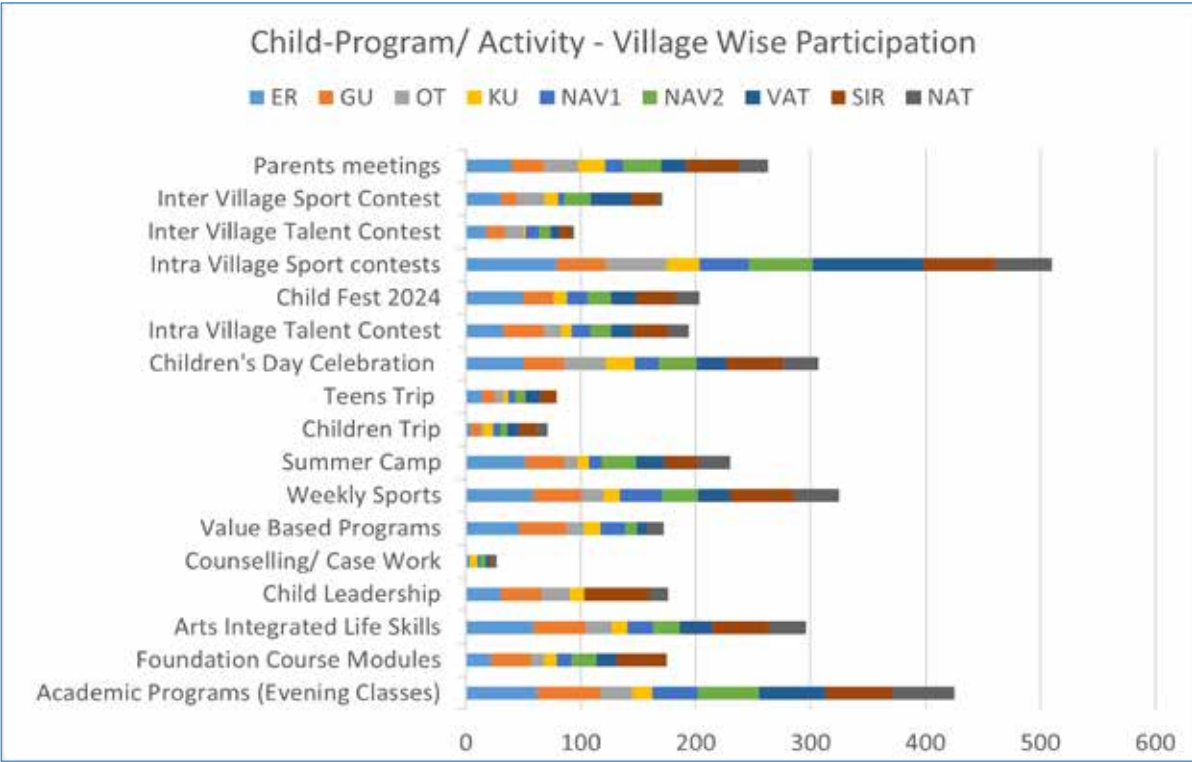


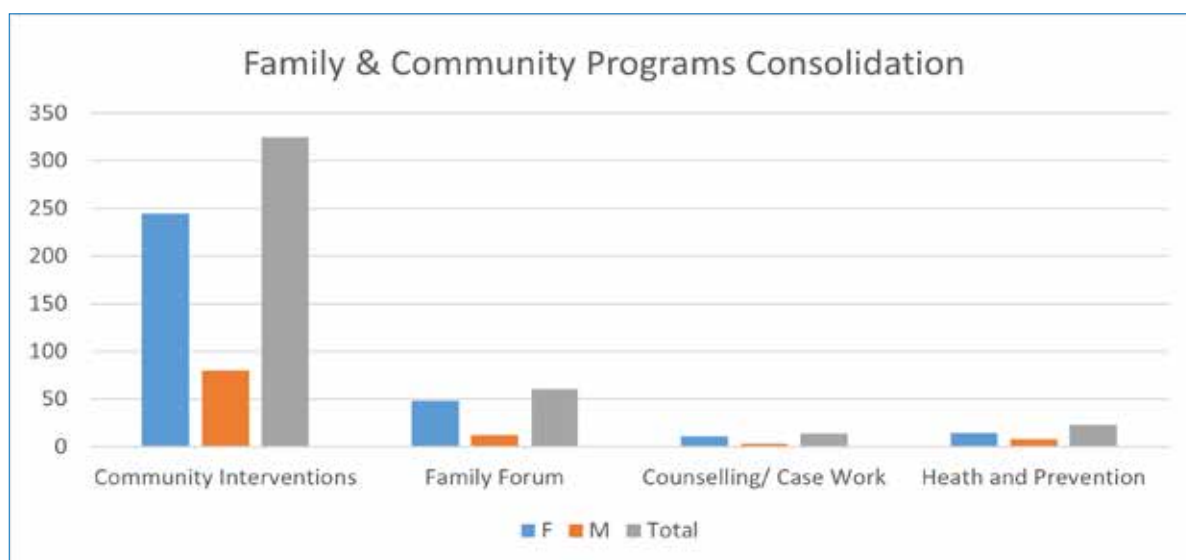
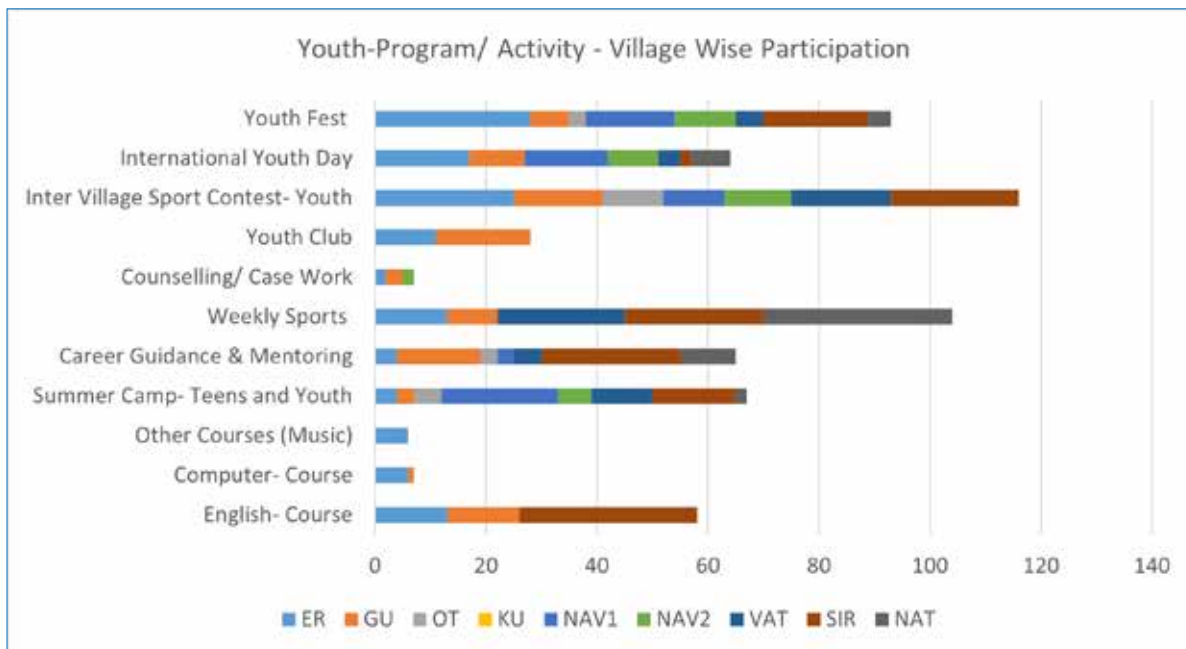
#### Children Programs Consolidation



#### Child-Program/ Activity & M/F Participation Details







## IV. HUMAN RESOURCES - Employees, Interns, Consultants

(Number of Individuals/actual staffing capacity)

The ARK School: Principal, Class-Teachers, Life-Skill & Art Teacher, Physical Education & Karate Instructor, Student Counseller, Child care Assistants, Houskeeping, School Van drivers, Office & Accounts Assistant	20/17
Community Education Center: Project Managers, Project Coordinators, Project assistant, Evening Class Facilitators, Student Counsellor, Sports-Coach, Housekeeping	24/17
Consultants for Special Sessions with Staff or Beneficiaries (10 Consultation Annually) Interns Social work Students (16 = Total of 1 x 100%)	10 & 16/1
Administration: Honorary Director of Admin, Finance & Accounts Manager, Human Resource Manager, Accounts Assistant, Gardener, Night Security	6/5
Total Number of People engaged (Overall, actual number of paid personnel - Honorarium for Volunteers / Actual number of 100% capacity roles, without vacancies)	76/39

## VII. Financial Report: 2024 - 2025

### Your Support, Our Responsibility

#### Overview of Income, Expenditure, and Fund Utilization

<b>1. EXPENDITURE</b>	
<b>A. The ARK Nursery &amp; Primary School</b>	<b>Indian Rupees</b>
Salaries & Allowances, Insurance (Teaching & Non-Teaching staff)	47,42,876.61
Administration Expenses (Printing & Stationary, Telephone & Internet, Mailing, Auditor Fees, Repair & Maintenance, Refreshment, Travel etc.)	5,60,823.84
Student Programs (Material for Class room, Programs, Books, Uniform, Medical, Insurance, etc.)	7,10,597.00
School Van Expenses (2 Vans, Fuel, Fitness control, Insurances, Repair & Maint.)	7,94,700.52
Purchase of Assets ( Furniture,Monitor)	8,920.00
<b>Total A</b>	<b>68,17,917.97</b>
<b>B. Community Education Center (Child, Youth &amp; Families)</b>	
Salaries & Allowances, Insurances & Staff expenses (Coordinators, Socialworkers, Counsellor)	24,35,613.00
Administration Expenses (Printing & Stationary, Auditor Fees, Repair & Maintenance, Refreshment, Travel etc.)	2,07,347.09
Child Development Initiatives: Evening Class Project (9 Centers) (Teachers Salaries & Allowances, Class Programs, Minor- Sponsorships, Talent & Sports Programs, Child Forum, Health & Awareness, Case work)	10,88,291.78
Youth Development Initiatives: Leadership & Skill Building Initiatives, Sports, Life Skill Activities, Youth Forum, Health & Awareness, Case work	1,65,887.22
Family & Community Support Initiatives: Health & Awareness, Case work, Family Forum, Relief, Medical, Education & Material Sponsorships	2,23,222.86
Purchase of Assets (Stabilizer)	28,320.00
Purchase of Assets (Two Wheeler TVS IQUBE 2 Nos, Helmets, Backpacks, and accessories)	3,60,814.00
<b>Total B</b>	<b>45,09,495.95</b>

<b>C. General Project Expenses</b> (supporting the functioning of the projects)	
Program Staff Salaries & Allowances, Insurances, Staff Expenses	5,57,672.23
Salaries & Allowances, Insurances & Staff Expenses & Training, Program	14,05,301.86
General & Admin related expenses (Office Rent, Internet & Phone, Stationary & Printing, Computer Accessories, Transport, Refreshment, Repair & Maintenance, Insurances, Renewals & Licenses, Auditor Fees.	6,37,716.35
Purchase of Assets ( Chairs, Fans.Desktop,Computer Cabinet, Steel cot etc.)	46,532.00
<b>Total C</b>	<b>26,47,222.44</b>
<b>Grand Total of Expenditure (INR)</b>	<b>1,39,74,636.36</b>
<b>2. RECEIPTS</b>	
Carry over from previous year (all accounts)	29,44,875.24
Receipts from Foreign Donations, Bank Interest, Sales of Assets	1,06,50,223.00
Receipts from Local Donations, Bank Interest, Sale of Scrap	5,58,145.00
Receipts from TAPS School Fees, Bank Interest, Sale of Scrap	25,96,590.05
<b>Grand Total Receipts (INR)</b>	<b>1,67,49,833.29</b>
<b>3. BALANCES as on 31.03.2025</b>	
Fund balance for utilization	<b>27,73,296.93</b>
Funds in Fixed Deposit 1 & 2	<b>4,02,882.00</b>
<b>Total of Balances</b>	<b>31,76,178.93</b>
<p><b>Note:</b> To aid clarity, the figures presented above represent the consolidated income, expenses, and the fund balance available for future use.</p>	

On behalf of everyone at Karunakarya — the beneficiaries and our entire team — we extend our deepest gratitude.

C.S. Chellappa,  
Karunakarya, Chief functionary



K A R U N A K A R Y A

## THANK YOU

We extend our heartfelt gratitude for your thoughts, encouragement, and assistance, including support. Coming together to create opportunities for these children and youth to nurture their skills is immensely significant for us and even more so for them.

For more information about the projects and how to get involved, please check. our website [www.karunakarya.org](http://www.karunakarya.org)





K A R U N A K A R Y A

**SEEDS OF CHANGE**



1, Church Road, Eraiyur Village  
Oragadam Sub Po.Off: 602118  
Kanchipuram Dt



[info@karunakarya.org](mailto:info@karunakarya.org)